

2007 IAGLR Conference:
50 years of Great Lakes Research: Past, Present, and Future

Strategies for Successfully Targeting and Collaborating with Underrepresented Groups

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Overview of Presentation

- Why Increasing participation in science by underrepresented groups is important.
- Identifying minority educational organizations and associations with high minority participation.
- Recommendations for recruitment of underrepresented populations.
- Utilizing methods that help break down the invisible barriers to developing meaningful collaborations.

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“We are living in a truly remarkable time, driven in no small measure by the revolutions in science and technology. Our economy depends on it more and more, and the maintenance of our leadership depends upon our deepening commitment to it more and more. Yet statistics show that in science, engineering, and mathematics, minorities, women, and people with disabilities are still grossly under-represented, even though we are becoming an ever more diverse society.”

➤ President Bill Clinton

Why Increasing participation in science by
underrepresented groups is important



Why Increasing participation in science by underrepresented groups is important

Our World is Changing ...

- Rapid advances in science and technology
- Economy is shifting from Industrial base to knowledge-based enterprises.
- Highly educated and skilled workers are increasingly important in this economy.
- Other nations are improving their education and training systems, particularly for scientists and engineers.

U.S. must take steps to ensure that it is developing the human resources it will need.

Why Increasing participation in science by underrepresented groups is important

Need for a Robust, Diverse ST&E Workforce

- Our nation's international competitiveness and national well-being depend on a highly skilled workforce.
- Many types of Science, Technology & Engineering (ST&E) jobs are among the fastest growing and demand for workers has outstripped supply.
- Studies indicate that science and technology have generated half the productivity growth in the U.S. over the past 50 years
- These productivity increases must continue in the 21st century to maintain and improve on high standard of living

Why Increasing participation in science by underrepresented groups is important

- Historically, white males have made up the bulk of the U.S. ST&E workforce
 - In 1997, white men comprised 36% of population but accounted for 65% of the ST&E labor force
 - According to the Bureau of Census projections, white male population (workforce) 18 to 64 years will decline from 37% in 1995 to 26% in 2050.

Why Increasing participation in science by underrepresented groups is important

➤ Over the same period, 1995-2050, the workforce is expected to change from:

- 74 to 52 percent White
- 12 to 14 percent African-American
- 10 to 24 percent Hispanic
- 4 to 9 percent Asian
- Native American population would remain < 1 percent

Why Increasing participation in science by underrepresented groups is important

Implications:

- Current demographic trends inspire concern about the nation's ability to meet its future ST&E workforce needs.
- In future years, white males will be unable to adequately supply the needed ST&E workers.
- The fraction of the ST&E total workforce may decline if the relative participation of underrepresented groups remains the same.
- The potential shortage of skilled workers could have devastating consequences for the future.

If a strong ST&E workforce is to be maintained, it's imperative that members of all groups participate at increasing rates.

Identifying Minority Educational Organizations and Associations with High Minority Participation



Identifying Minority Educational Organizations and Associations with High Minority Participation

Possible Target Audience for Outreach Activity:

- Public K-12 School Districts:
- Undergraduate Students
- Graduate Students
- Teachers
- General Audience/Parents

Identifying Minority Educational Organizations and Associations with High Minority Participation

Online Resource Guide for
Education Programs and Partnership Opportunities:

- STEM Professional Organizations
- Education Organizations
- Governmental Agencies and Organizations
- Business Organizations

Identifying Minority Educational Organizations and Associations with High Minority Participation

In your Quest to Seek and Find Underrepresented Groups to Collaborate with:

- Be Deliberate
 - Be Diligent
 - Be Focused
 - Do Your Homework!
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Recommendations for Recruitment of Underrepresented Groups



Recommendations for Recruitment of Underrepresented Groups

Use a Multi-pronged Approach, studies show that incorporating multiple approaches lead to successful results

- Assign a Diversity Point Person or Task force
 - To ensure accountability for results
- Tap into established Minority Networks
 - see On-line Resources for Education Programs and Partnership Opportunities
- Schedule Regular Planning Forums
 - To create a Plan of Action
 - Establish Goals and Objectives
 - Revisit Goals Frequently – Tweak!

Recommendations for Recruitment of Underrepresented Groups

- Foster Mentoring Relationships
- Recruit at Colleges and Universities that are Popular with Minorities
- visit The Department of Education website for a list of:
<http://www.ed.gov/about/offices/list/ocr/edlite-minorityinst.html>
 - Alaska Native Serving Institutions
 - Hispanic Serving Institutions (HSI)
 - Historically Black Colleges and Universities (HBCU)
 - Indian Tribal Colleges
 - Minority Serving Institutions (MSI)
 - Native Hawaiian-Serving Institutions

Utilize Methods that Break Down Invisible Barriers

Remember this Simple Advice:

- Extend an Invitation
- Be Personable
- Engage in Positive Interactions
- Understand the Needs of Your Partner
- Create a Win-Win Scenario for All
- Foster a Nurturing and Supportive Relationship
- Think of it as a Courtship!

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